

Priority Placement Program (PPP)



Workforce Briefing



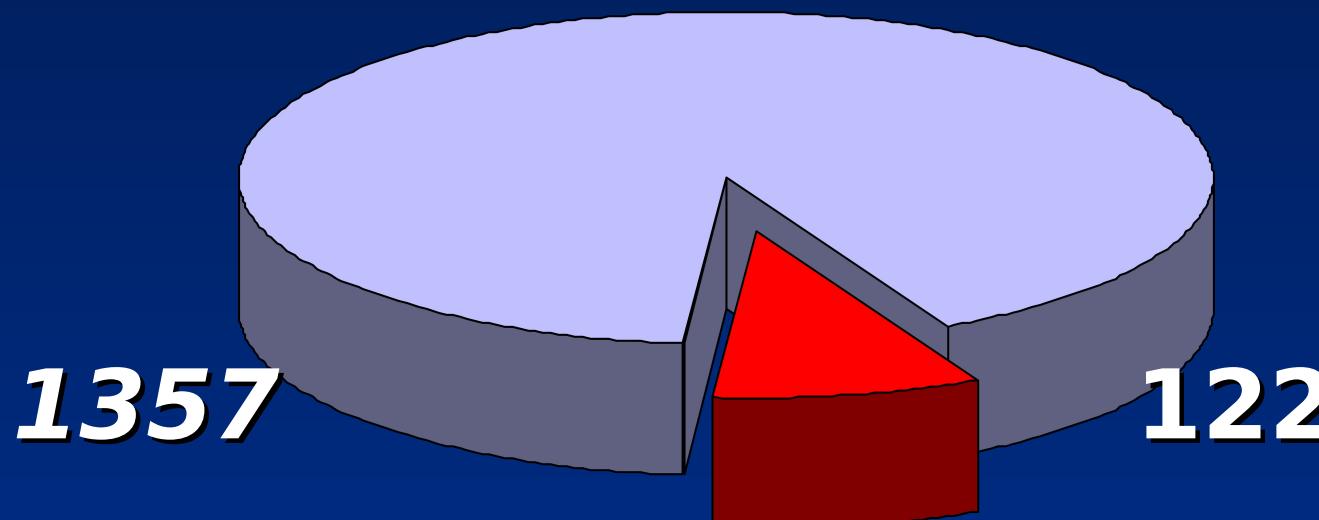
PROGRAM OVERVIEW

1 Jan 06 - 31 Dec 06

Job offers	-	1,479
Avg. per month	-	123

PROGRAM OVERVIEW

1 Jan 06 - 31 Dec 06

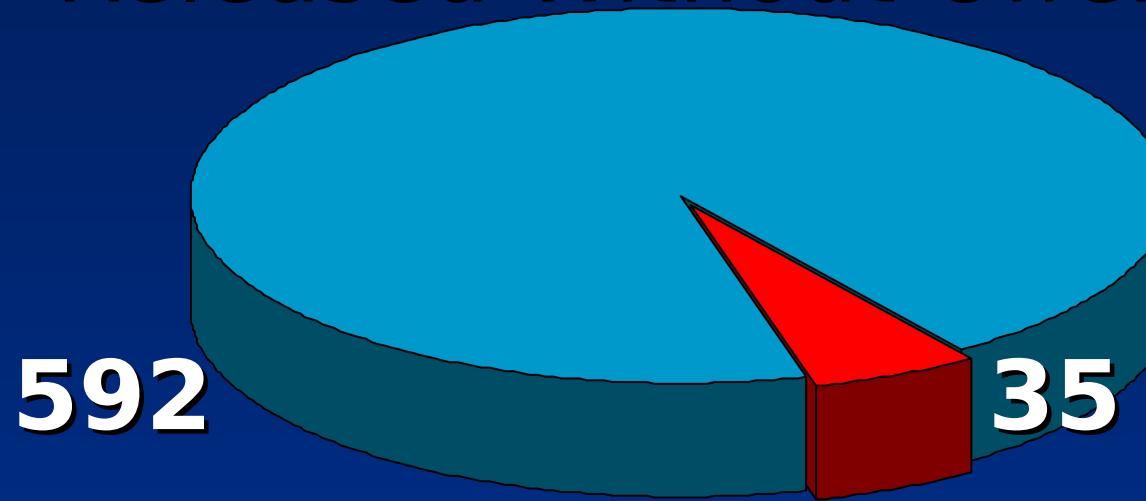


- Offers accepted - 92%
- Offers declined - 8%

PROGRAM OVERVIEW

1 Jan 06 - 31 Dec 06

Released Without Offers - 627



- Registered for commuting area only - 94%
- Registered outside commuting area - 6%



PROGRAM OVERVIEW

The PPP is the most effective outplacement program in the federal government





Program Overview

Releasing
Activity



Registrations

Gaining
Activity



Requisitions



Referrals

Automated Stopper &
Referral System (ASARS)



Registrant Categories

- Displaced – subject to involuntary separation or demotion through no fault of their own
- Nondisplaced – all other registrants
 - *Overseas employees completing tours*
 - *Military spouses & other family member employees*



Registration Eligibility - Displaced

- Reduction in Force (RIF)
 - *Separation*
 - *Change to lower grade*
- Declination of offer outside commuting area
 - *RIF*
 - *Transfer of function*
 - *Management-directed*



Registration Eligibility- Nondisplaced

Employee must be:

- On career, career-conditional, or permanent excepted service appointment;
- Employed in their own right;
- Successfully completing tour of duty
 - *No return rights; or*
 - *Return rights to lower grade*



Registration Ineligibility

The following may not register:

- NAF employees
- SES employees
- Reemployed annuitants
- Employees approved for Voluntary Separation Incentive Pay (VSIP)

Registration Ineligibility

The following may not register:

- Employees who apply for retirement
 - *Optional: at any time*
 - *Disability: at any time*
 - *Employees on temporary, term, or overseas limited appointments*



Registration Ineligibility

The following may not register:

- Employees who become temporarily unavailable for work
- Employees whose performance or conduct is in question





Registration Period

- Eligible employees must be permitted to register upon receipt of:

- *Specific RIF notice*
- *Notice of separation due to declination of offer outside commuting area*



Registration Period- Displaced

- Displaced registrants remain in Program A until:
 - *Placement*
 - *Declination of valid offer*
 - *Exercise of return rights*
 - *Deletion for other reasons*
 - *Expiration of eligibility*
 - *1 yr. after separation*
 - *Effective date of change to lower grade*

Registration Period - Nondisplaced

- Registration is not allowed more than:
 - *2 months before end of 1-yr tour*
 - *4 months before end of 2-yr tour*
 - *6 months before end of 3-yr tour*





Registration Period - Nondisplaced

- Employees who decline to register within 7 work days after being notified of non-extension will be:
 - *Directed to exercise return rights; or*
 - *Subject to separation if they do not have return rights*



Registration Period - Nondisplaced

- Nondisplaced employees remain registered until:
 - *Placement*
 - *Declination of valid offer*
 - *Renewal of tour*
 - *Deletion for other reasons*
 - *30 days prior to exercising return rights; or*
 - *Directed to return*



Registration Period - Nondisplaced

- Eligibility terminates if:
 - *Employment ends*
 - *Employee departs overseas area with no intent to return*
 - *Component may authorize registration for U.S. commuting area for compassionate reasons*



Referral Priorities

1

- RIF separation
(no offer)



Referral Priorities

2

- RIF/reclassification demotion - 2 or more GS grades
- Declination of offer outside commuting area
- Nondisplaced employees completing tours (same Component)



Referral Priorities

3

- RIF/reclassification demotion - less than 2 GS grades
- Family members
- Nondisplaced employees completing tours (other Components)

Referral Priorities

Priority 1 & 2 referrals restrict:



- *Promotions*
- *Employee-initiated reassessments*
- *Appointments*
- *Transfers*
- *Demotions to positions with greater promotion potential*



Referral Priorities

Priority 3 referrals:



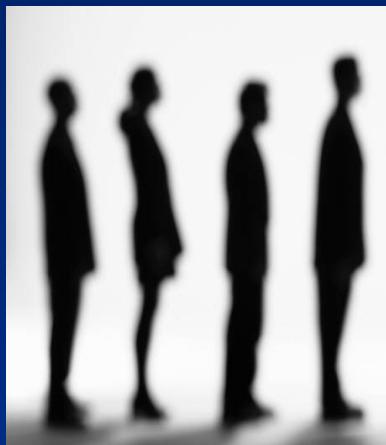
- *Permit selections within Component*



- *Restrict appointments & transfers*

REFERRAL PRIORITIES

Total Registrations - 1,602
(as of 3 January 2007)



Priority 1 - 43%

Priority 2/3 - 5

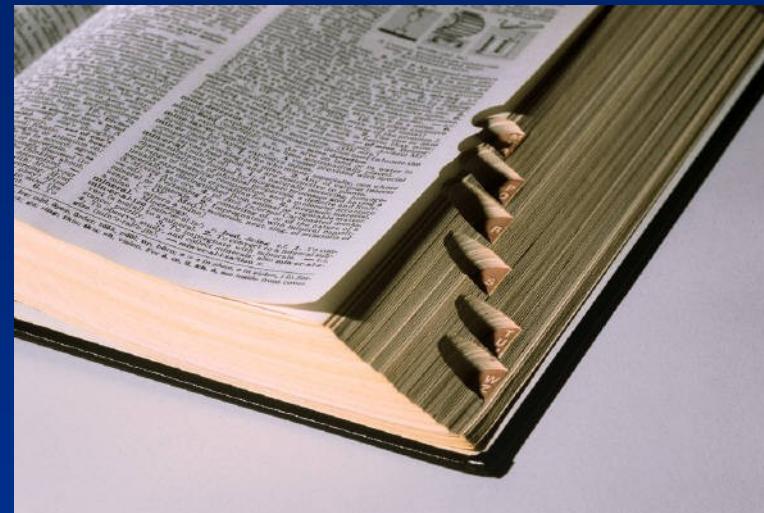
Registration Skills

- **Must register for current skill**
 - *Exceptions require CARE approval*
- May register for other skills if well qualified
 - *As determined by registering HR*



Registration Skills

well qual-i-fied *adj.* Able to meet all job requirements with orientation only



Registration Skills

- Minimum qualification standards not sufficient for PPP
- Registrants must have experience actually applying the skill
- Experience must be documented



Registration Grades

- High Grade

- Current Pay System: current permanent or retained grade

- Other pay systems: grades with representative rates equal to or below current permanent or retained grade



Registration Grades

- Low Grade
 - *No more than 3 GS grades, or the equivalent, below current permanent or retained grade*





Registration Grades - Nondisplaced

- Employees **with** return rights to lower grades must register for all intervening grades after 90 days without an offer



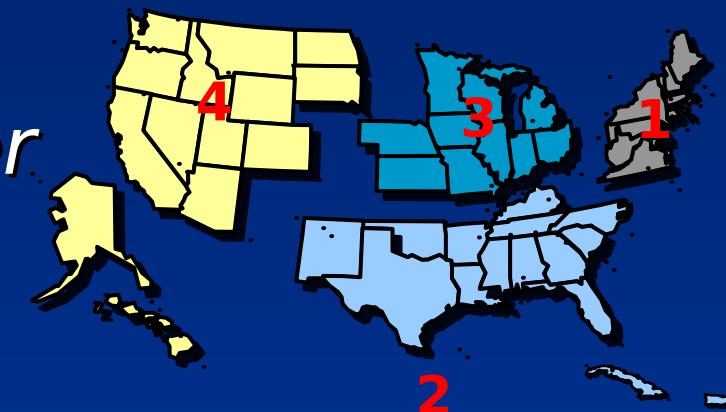
Registration Grades - Nondisplaced

- Employees **without** return rights must register at least one grade interval below their current grade after 90 days without an offer*

**If specified in rotation agreement*

Area of Referral

- Minimum area likely to provide reasonable job opportunities within:
 - *Zone in which last resided*
 - *Zone closer to overseas duty station*
- *Initial registration - no farther than last U.S. residence*
- *Area expanded after 90 days under Component rules*



JOB OFFERS

- One *valid* offer only
- REPLY TIME - 3 calendar days
- REPORTING DATES - 45 calendar days





Job Offers

Valid Offer

- Full-time permanent DoD position
- Series, grade, & duty location for which registered
- Essentially same conditions of employment



Job Offers

Valid Offer

- The following do not invalidate an offer:
 - *Drug testing requirement*
 - *Change in shifts*
 - *Decrease in wage or locality rates*



Job Offers

Invalid Offer

- Significant change in conditions of employment
- Obligated position
- Excepted service position
(unless registrant is currently excepted service)



Job Offers

Invalid Offer

- Time-limited position
- Supervisory position (*unless registered for supervisory positions*)
- Position under contract study



Special Policies

- Eligibility suspended for 6 months following permanent promotion
- If employee is not obligated to return to U.S.
 - Declination of valid offer: loss of eligibility for 12 months
 - 2nd declination: cannot re-register without CARE approval



Special Policies

- If return rights position is abolished and return would result in RIF separation or demotion, employee may:
 - *Exercise return rights and participate in RIF; or,*
 - *Register in PPP as Priority 2 across Component lines*



Special Policies

- Employees serviced by a different Component may register using either Component's code
 - May not be changed
 - Commissary Management Officers must use DECA code

Priority 3 → **Priority 2**



Overseas Family Members

- Overseas (*including AK & HI*) family members of DoD sponsors may register in PPP if they:
 - Are *current career, career-conditional or excepted service employees*;
 - Have personal competitive status & were employed within 90 days of sponsor's departure*; or
 - Are *eligible under E.O. 12721*

Overseas Family Members

- Registration authorized when sponsor:
 - *Reports to permanent U.S. duty station*
 - *Accepts unaccompanied overseas tour*
 - *Is involuntarily separated from his/her dependent child(ren) by no fault of his/her dependent child(ren)*
 - *Retires*





Overseas Family Members

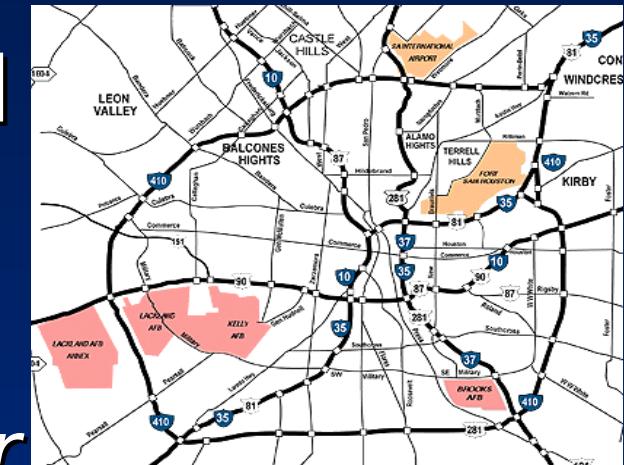
- Eligibility begins upon arrival in sponsor's U.S. duty station area
- Family members may remain registered until:
 - *Placed;*
 - *Declination of a valid offer; or*
 - *1 year after registration*





Overseas Family Members

- Area of referral limited commuting area of:
 - Sponsor's duty station*
 - Sponsor's retirement or other authorized destination*
 - Family member's actual U.S. residence when sponsor is on unaccompanied tour*



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